



the goldie initiative

GOLDIE B. WOLFE MILLER WOMEN LEADERS IN REAL ESTATE

The Goldie Initiative - Mentor Program Code of Conduct

Thank you for participating in [The Goldie Initiative's Mentor Program](#). Before you are paired with a mentee, we ask every mentor to acknowledge the commitment necessary to ensure a successful mentoring partnership. Participation in The Goldie Initiative Mentor Program is highly enjoyable, rewarding and beneficial for both mentors and Goldie Scholars and requires mutual respect and commitment from the participants.

The Goldie Initiative is committed to maintaining a safe and healthy living and learning environment for Goldie Scholars and professionals serving as mentors. Each member of the mentorship community that participates should choose behaviors that contribute toward this end.

Mentors are selected for their ability to serve as role models, their industry experience, and specific expertise in an area that enhances each scholar's experience and interests. The Mentor Program builds on the mentor's willingness to impart career, networking and professional relationship lessons to assist the scholar in navigating through her own learning and professional career path. Through the mentor's career experiences and an established, professional line of communication, the Goldie Scholar will move forward with greater real estate industry knowledge and stronger personal confidence.

IMPORTANT:

As a MENTOR in The Goldie Initiative's Mentorship Program, I acknowledge and understand the following. Please note that these guidelines apply to participants of BOTH the Primary Mentor Program as well as Mentorship Rocket:

- I pledge to commit my time and expertise to assist my mentee in developing and achieving her goals.
- I commit to building a mutual professional relationship with my mentee, to hearing about dreams and challenges, to sharing my own stories, and to respecting the differences between us.
- I understand that Goldie Scholars request mentors based on certain criteria and factors, but a "perfect" pairing is not always possible.
- I understand the quality of any mentoring experience is largely determined by the commitment, time and quality of communication between me and my mentee.
- I understand and support that alcohol should not be part of a mentoring session, except at a networking event, in moderation. Likewise, no other drugs or similar substances should have any role in a mentoring session.
- I have participated in training regarding unlawful harassment and discrimination (either through my company or through an industry group or other established third party) and agree that I will not engage in any conduct in the course of my affiliation with The Goldie Initiative that could be considered to be discrimination, harassment, retaliation or otherwise inappropriate. I further agree that my relationship with The Goldie Initiative mentees will be solely of a professional, business nature.

- If I become aware of any circumstances that may violate The Goldie Initiative's policies or procedures, or any of the covenants in this document, I will immediately inform Megan Abraham, Executive Director of The Goldie Initiative at megan@gbwmi.org.
- I understand that my involvement in The Goldie Initiative's Mentor Program is at the discretion of The Goldie Initiative, which reserves the right to withdraw me from the Mentor Program at any time for any reason, including if I do not meet program expectations.
- If at any point I am no longer able or no longer want to participate in the Mentor Program, I will promptly notify my mentee and The Goldie Initiative (megan@gbwmi.org) so a new mentor can be matched for the mentee.
- I understand that the Mentor Program runs during the school year (September-June) and that there is no required commitment after the program ends. If both parties choose to continue a professional relationship, then that continued relationship will be separate and distinct from, and not under the auspices of, The Goldie Initiative.
- I give The Goldie Initiative permission to share my name, e-mail address and phone number with my mentee and to use my likeness and to use and post depictions of me (including but not limited to photos and videos) on The Goldie Initiative's website and in other materials
- I acknowledge all of the above statements and by registering for this program I commit to mentoring a current Goldie Scholar.

Agreement to Mentor Program Code of Conduct

By entering my full legal name above, I am signing this form as a participant in The Goldie Initiative's Mentorship Program as a MENTOR and I acknowledge and understand the above. Please note that these guidelines apply to participants of BOTH the Primary Mentor Program as well as Mentorship Rocket:

Email

Today's Date

(mm/dd/yyyy)